



101 Best and Brightest Companies to Work for 2008 Comprehensive Employee Assessment *Confidential*

Thank you for your participation in the 101 Best and Brightest event. One purpose of the event is to raise the benchmark for company practices implemented to improve the work environment for employees. As part of this competition, a questionnaire was implemented on human resource practices utilized by your company. A second questionnaire was completed by a sample of employees in your company to assess their perceptions on what it's like to work at the organization. Both questionnaires related directly to award categories and was used as part of the criteria for determining winners. This report provides a detailed summary of the questionnaire responses provided by your company as compared to all companies participating in the event. It is intended to provide an overall snapshot of the practices used by companies within your event region. The types of data represented in the report are described below:

Frequencies: For questionnaire items that ask for the respondent to indicate inclusion in a category, a percentage is provided. This percentage represents the percent of participating organizations that belong in each category out of the total number of participating organizations. In addition, for questionnaire items that ask for the respondent to indicate whether the organization does/does not have a certain practice, a percentage is also provided. This percentage represents the percent of participating organizations that have the practice out of the total number of participating organizations.

Confidentiality Statement: The 101 Best and Brightest event and its partners are particularly sensitive and committed to maintaining the confidentiality of the Applicants' information. This applies to materials sent to the Associations for the purpose of review and analysis as well as any deliverables provided by the Associations to the applicants. All applications are kept secured, and the data is confidential. Survey responses will be reviewed and scored by an independent research organization.

SAMPLE REPORT





101 BEST AND BRIGHTEST COMPANIES TO WORK FOR

2008 Comprehensive Employee Assessment
Confidential
 Percent Favorable: Sample Company

| Question | Norm | Metropolitan Detroit | Sample Company |
|--|------|----------------------|----------------|
| Compensation & Benefits Average | | 74% | 60% |
| Employee Education & Development Average | | 86% | 72% |
| Recruitment & Selection Average | | 82% | 78% |
| Recognition & Retention Average | | 81% | 68% |
| Communication Average | | 87% | 76% |
| Diversity & Multi-Culturalism Average | | 91% | 83% |
| Work-Life Balance Average | | 85% | 80% |
| Community Initiatives Average | | 87% | 74% |
| Employee Engagement & Commitment Average | | 90% | 81% |



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Compensation & Benefits

| | | | |
|---|-----|------------|------------|
| 11. I am satisfied with my most recent pay increase. | 70% | 64% | 47% |
| 15. I am fairly compensated for my contributions to this organization. | 74% | 77% | 75% |
| 20. I am satisfied with the way pay increases are administered. | 79% | 63% | 53% |
| 26. I am satisfied with the amount my organization pays towards benefits. | 75% | 81% | 59% |
| 34. I am satisfied with the value of the benefits I receive. | 67% | 84% | 66% |
| Compensation & Benefits Average | | 74% | 60% |

Employee Education & Development

| | | | |
|--|-----|------------|------------|
| 2. This organization actively supports employee development. | 61% | 88% | 75% |
| 23. This organization provides me with opportunities to learn new skills and develop myself. | 78% | 88% | 75% |
| 33. I am satisfied with the educational and developmental programs and resources offered by this organization. | 68% | 82% | 66% |
| Employee Education & Development Average | | 86% | 72% |

Recruitment & Selection

| | | | |
|---|-----|------------|------------|
| 3. This organization is successful in recruiting quality candidates. | 62% | 86% | 84% |
| 13. The processes for hiring new employees are fair. | 72% | 83% | 72% |
| 27. Selection processes and procedures identify the most qualified candidates for the position. | 74% | 76% | 78% |
| Recruitment & Selection Average | | 82% | 78% |